

UK MODERN SLAVERY ACT TRANSPARENCY STATEMENT

Responsible business practices, respect of the law, honesty and integrity are central pillars of BMI Group's corporate culture. BMI Group fully supports the purpose of Section 54 of the UK Modern Slavery Act 2015 to prevent modern slavery in organisations and their supply chains. We are committed to being a responsible business, acting ethically and transparently, and not knowingly permitting modern slavery in our organisation or our supply chains.

About Us

BMI Group is the largest manufacturer of flat and pitched roofing solutions combined in Europe with a significant presence in parts of Asia and Africa. BMI Group was formed in April 2017 through the combination of the Braas Monier and Icopal groups of companies. We help build communities by providing shelter, protection and peace of mind through effective and innovative roofing and waterproofing solutions, designed to transform the way people live and work.

Our Supply Chains

We source a wide range of services and goods including raw materials principally related to the manufacture and supply of roof tiles, membranes, liquid applied waterproofing, and roofing accessories. Our terms and conditions of purchase include warranties under which our suppliers confirm their compliance with anti-slavery laws.

Our Policies

Our Code of Conduct sets out the guiding principles for our own conduct and binding guidelines for our conduct in dealing with business partners, including suppliers. The Code of Conduct requires that we adhere to applicable laws and regulations. Compliance with laws is a key principle for BMI Group, and provides the basis for our various company guidelines.

Risk Assessment and Due Diligence

The following initiatives help us to identify and mitigate the risk of modern slavery:

- through our centralised procurement organisation we continue to refine our supplier due diligence processes;
- we continue to maintain a dedicated compliance email account that enables employees to report any concerns, including concerns regarding modern slavery.
- our global ethics hotline provides a further channel for employees to report any concerns online or by phone, including concerns regarding modern slavery;
- we have carried out a review of the local legislative framework that applies in key jurisdictions to ensure best practice across our Group.



Throughout the Covid pandemic we have taken various steps focusing on the health and safety of our employees and mitigating any risks facing our workforces that may otherwise arise in connection with modern slavery.

Looking Forward

We continue to evaluate ways to heighten awareness of modern slavery concerns. We also continue to examine potential processes that identify, prevent, and address the risk of modern slavery in our supply chains, continuing to make incremental improvements.

Our mandatory online training includes a module on human trafficking.

We continue to simplify and streamline our group structure, one of the many benefits of which has been an increase in transparency in our business processes and supply chains. We continue to assess our organisation on a regular basis and to take note of and learn from investigations highlighted in the media from time to time. In the unlikely event that any modern slavery issues were to be identified we are well positioned to address them very promptly.

Pursuant to section 54(1) of the Modern Slavery Act 2015, this statement is made on behalf of BMI Group Holdings UK Limited, and its subsidiaries including BMI Group Manufacturing UK Limited (formerly known as Monier Redland Limited) and BMI Group UK Limited (formerly known as Icopal Limited) for the financial year ended 31 December 2021.

Justin Skala

Chief Executive Officer, BMI Group

27 June 2022

